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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.1 February 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (January 11, 1991, through February 8, 1991) and cumulatively (September 1, 1990, andFebruary 8, 1991).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	44	341	$25331	$26954	$27500	$26200	$21600	176	895	$25380	$26176	$28119	$25000	$21600
BUSINESS ADMIN (INCL MGMT	22	93	23235	23898	31200	22800	16800	53	291	23840	22972	31000	24000	17000
DISTRIBUTION MANAGEMENT	1	1	26700	26700	*	*	*	1	3	26700	26133	*	*	*
ECONOM & FINANCE (BANKING	19	102	24527	25105	*	*	*	55	294	25242	24596	30000	25000	19500
HOTEL/RESTAURANT MGMT.	+	5	+	21140				1	28	20600	21457	*	*	*
HUMAN RSRCS (incl LABOR R	4	6	25250	24000	*	*	*	8	35	27400	23736	*	*	*
MANAGEMENT INFO SYSTEMS	1	18	30000	28719	*	*	*	2	79	27000	27824	*	*	*
MARKETING/MARK MGMT (RESR	20	115	24355	24175	31000	23500	19000	45	300	24180	23429	30000	23000	18000
REAL ESTATE	+	+	+	+				2	4	21250	20080	*	*	*
COMMUNICATIONS														
ADVERTISING	1	12	23560	23105	*	*	*	2	24	23780	21761	*	*	*
COMMUNICATIONS	4	9	24015	22113	*	*	*	13	57	22979	21625	*	*	*
JOURNALISM	+	4	+	19850				2	33	18420	18324	*	*	*
TELECOMMUN/BROADCASTING	+	2	+	22019				+	6	+	20866			
EDUCATION														
ELEMENTARY EDUCATION	6	36	16196	21366	*	*	*	26	135	19114	20211	24000	21250	10975
PRE-ELEMENTARY EDUCATION	+	7	+	13868				+	21	+	17699			
PHYSICAL EDUCATION	+	1	+	21340				3	15	17065	18355	*	*	*
SPECIAL EDUCATION	+	11	+	23829				5	29	23916	23539	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	7	+	18171			
TEXTILES & CLOTHING	3	5	20000	19700	*	*	*	4	9	20500	21700	*	*	*
MERCHANDISING MANAGEMENT	+	6	+	20583				+	21	+	21324			
HUMANITIES														
FOREIGN LANGUAGES	+	3	+	20333				1	9	21000	21733	*	*	*
LETTERS (incl English, Li	2	9	20650	20078	*	*	*	7	35	24698	21248	*	*	*
VISUAL & PERFORMING ARTS	2	7	20500	21200	*	*	*	5	25	18073	20267	*	*	*
HUMANITIES - OTHER	3	6	23353	20993	*	*	*	6	22	23343	21224	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	3	5	20000	23466	*	*	*	3	21	20000	21365	*	*	*
HISTORY	2	4	24000	21700	*	*	*	5	14	21800	21536	*	*	*
POLITICAL SCIENCE/GOVT	6	8	24599	23699	*	*	*	9	39	21933	21781	*	*	*
PSYCHOLOGY	2	11	18000	18250	*	*	*	6	42	19547	18586	*	*	*
SOCIOLOGY	+	3	+	17739				3	26	24567	19043	*	*	*
SOCIAL SCIENCES-OTHER	+	2	+	21230				1	41	45000	19251	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	21	+	31176				7	57	29395	30445	*	*	*
AGRICULTURAL	+	3	+	29700				4	13	32375	32154	*	*	*
ARCHITECTURAL	+	12	+	31217				1	23	34032	31107	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	25833			
CHEMICAL	1	109	38400	37294	*	*	*	3	308	34800	37084	*	*	*
CIVIL	4	90	33767	29217	*	*	*	9	283	34019	29201	*	*	*
COMPUTER	2	29	29400	31790	*	*	*	4	49	30763	31993	*	*	*
ELECTRICAL/ELECTRONIC	12	173	33649	33193	*	*	*	22	455	32910	33036	40716	34750	26252

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	2	$26400	$29700	*	*	*	1	2	$26400	$29700	*	*	*
INDUSTRIAL	2	50	28250	32040	*	*	*	6	113	31783	31811	*	*	*
MECHANICAL	1	221	26252	34131	*	*	*	13	538	30835	33979	*	*	*
METALLURGICAL	+	23	+	33558				+	41	+	33815			
MINING (INCL GEOLOGICAL)	+	4	+	33710				1	32	34000	31018	*	*	*
NUCLEAR	+	1	+	34000				+	8	+	32919			
PETROLEUM	+	29	+	38986				+	75	+	38798			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	33	45600	28359	*	*	*	4	54	31900	28264	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	27000				+	9	+	24222			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	25000				6	20	23767	22075	*	*	*
ANIMAL SCIENCES	+	2	+	22000				2	12	30000	21642	*	*	*
PLANT SCIENCES	+	2	+	19000				1	4	38000	22120	*	*	*
NATURAL RESOURCES	+	3	+	18760				1	5	24000	20056	*	*	*
OTHER AGRICULTURAL SCIENC	+	6	+	28523				3	15	24667	26416	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	89	31512	30300	*	*	*	32	253	28988	29661	$35000	$28900	$22608
COMPUTER PROGRAMMING	+	3	+	23746				+	12	+	28695			
INFORMATION SCIENCES & SY	1	36	22000	29804	*	*	*	1	79	22000	28326	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	18600			
HEALTH SCIENCES														
ALLIED HEALTH	+	13	+	27178				+	45	+	27835			
HEALTH SCIENCES	2	6	19864	21705	*	*	*	2	23	19864	21061	*	*	*
NURSING	+	6	+	21147				+	34	+	25366			
PHARMACY	+	4	+	37500				+	6	+	38000			
SCIENCES														
ACTUARIAL	+	1	+	23000				+	2	+	27700			
ARCHITECTURAL & ENVIRONME	+	2	+	25750				3	10	25333	25910	*	*	*
BIOLOGICAL	+	5	+	23742				+	18	+	20895			
CHEMISTRY	+	7	+	28394				+	21	+	26631			
GEOLOGY & GEOLOGICAL SCI	+	4	+	27000				+	11	+	27832			
MATHEMATICS	4	12	29925	28120	*	*	*	6	39	28114	25408	*	*	*
PHYSICS	+	1	+	33600				+	6	+	28267			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	1	+	19747			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	185	1838						576	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	22	255	$26026	$27534	$27500	$27000	$21737	90	642	$25201	$26744	$28000	$26000	$21737
ACCOUNTING (PRIVATE)	24	93	24758	25336	27000	24800	22000	73	255	25612	24411	29000	25000	22000
COMMERCIAL BANKING (CNSMR	3	5	20100	18960	*	*	*	4	19	20825	20884	*	*	*
COMMERCIAL BANKING (LENDG	+	9	+	25167				3	21	25333	22595	*	*	*
INVESTMT BANKING (CORP FN	+	1	+	21000				2	10	29250	25780	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	18500			
INVESTMT BANKG (SALES & T	+	+	+	+				2	6	21900	22633	*	*	*
FINANCIAL/TREASURY ANALYS	9	40	25624	25771	*	*	*	22	107	25903	25588	30000	26440	20500
PORTFOLIO MGMT/BROKERAGE	5	5	22640	22640	*	*	*	6	11	22867	22564	*	*	*
UNDERWRITING	2	13	21800	23193	*	*	*	4	39	25900	23495	*	*	*
INSURANCE - CLAIMS	2	11	23000	22498	*	*	*	5	39	23080	22954	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	9	+	20838			
MEDIA PLANNING	+	+	+	+				1	1	29000	29000	*	*	*
REPORTING	+	1	+	13960				2	10	20500	15528	*	*	*
PRODUCTION	+	7	+	31214				2	22	28500	24226	*	*	*
PUBLIC RELATIONS	+	2	+	17800				5	16	17148	18665	*	*	*
WRITING / EDITING	+	2	+	18100				+	12	+	18833			
MARKETING														
ADVERTISING	1	3	17000	20667	*	*	*	2	9	24500	21756	*	*	*
BRAND/PRODUCT MANAGEMENT	5	12	24313	25152	*	*	*	11	30	26175	25346	*	*	*
BUYER/MERCHANDISING	7	23	26829	24963	*	*	*	16	53	26611	23468	*	*	*
DISTRIBUTION	1	5	26700	26140	*	*	*	3	14	25233	25414	*	*	*
MARKET RESEARCH	1	5	28000	28400	*	*	*	3	30	27000	25045	*	*	*
PURCHASING	2	3	26900	23933	*	*	*	3	12	24433	23608	*	*	*
SALES	18	108	21950	25431	*	*	*	41	316	23792	24975	30000	24000	14000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	+	+	+				1	16	31200	19658	*	*	*
FINANC,TAXA, MONETARY POL	1	5	26400	25037	*	*	*	16	34	23572	22780	*	*	*
ECONOMIC PROGRAMS	1	1	24000	24000	*	*	*	1	3	24000	21867	*	*	*
LAW ENFORCEMENT	+	2	+	28666				1	14	20200	23551	*	*	*
MILITARY	+	4	+	24343				2	21	24432	23303	*	*	*
NATIONAL SECURITY	2	2	21000	21000	*	*	*	2	4	21000	22750	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				+	2	+	18910			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	2	101	35017	30603	*	*	*	7	290	32224	30697	*	*	*
ENVIRONMENTAL/SANITATION	2	23	35017	30630	*	*	*	9	56	34070	30272	*	*	*
MANUFACTURING/INDUSTRIAL	2	126	27250	33950	*	*	*	8	314	29295	33615	*	*	*
SYSTEMS / PROGRAMMING	2	19	29400	31399	*	*	*	6	73	29549	32013	*	*	*
POWER SYSTEMS	1	18	41000	31601	*	*	*	5	80	36897	32740	*	*	*
SOFTWARE DESIGN & DEVELOP	+	19	+	31281				4	52	33026	31940	*	*	*
HARDWARE DESIGN & DEVELOP	1	38	31000	33970	*	*	*	1	64	31000	33457	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	31	$26400	$33132	*	*	*	4	104	$28850	$33208	*	*	*
TESTING	1	17	35300	30079	*	*	*	7	56	31095	30674	*	*	*
PROCESS ENGINEERING	1	98	38400	37239	*	*	*	2	274	38700	37199	*	*	*
PROJECT ENGINEERING	1	94	40000	35069	*	*	*	2	239	37000	34565	*	*	*
OTHER ENGINEERING	11	194	33485	32755	*	*	*	23	417	31565	32289	$36400	$31000	$26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	3	17000	21667	*	*	*	2	14	21000	25075	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23832				1	2	24000	23916	*	*	*
MEDICAL TECHNOLOGY	+	12	+	26192				+	21	+	24655			
NURSES / PERSONAL CARE	+	5	+	23120				+	30	+	25073			
OCCUPATIONAL THERAPY	+	3	+	27339				+	11	+	28572			
PHARMACIST	+	4	+	37500				+	6	+	38000			
PHYSICAL THERAPY	+	+	+	+				+	1	+	13440			
RESPIRATORY THERAPY	+	+	+	+				+	1	+	34000			
OTHER HEALTH RELATED	1	7	24000	19411	*	*	*	1	44	24000	24341	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	10000				+	12	+	20517			
COUNSELING	1	6	10000	15583	*	*	*	2	26	10000	16428	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	+	+	+			
SOCIAL WORK	+	3	+	15571				+	17	+	16173			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	72	30000	28365	*	*	*	13	188	26908	28000	*	*	*
INFORMATION SYSTEMS	3	21	27333	31766	*	*	*	5	77	26400	28387	*	*	*
SYSTEMS ANALYSIS & DESIGN	6	35	31768	31343	*	*	*	12	119	30909	29894	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	4	31000	30960	*	*	*	2	6	31500	31373	*	*	*
AGRICULTURE/NAT'L RESOURC	+	13	+	22270				2	31	24500	21820	*	*	*
ARCHITECTURE	+	1	+	25000				2	5	24000	25880	*	*	*
CONSULTING	6	60	28067	28342	*	*	*	13	105	28154	28580	*	*	*
HUMAN RESRCS /INDUS RELS	4	7	26049	24076	*	*	*	6	36	27066	22577	*	*	*
MANAGEMENT TRAINEE	20	118	21646	22281	$26700	$21300	$18000	66	397	22216	21917	27000	21600	18000
MATH/STATISTICIANS	1	4	35700	27791	*	*	*	1	8	35700	24761	*	*	*
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	2	30000	27500	*	*	*
RESEARCHERS - TECHNICAL	+	1	+	30000				2	7	33000	29879	*	*	*
TEACHING	8	62	17583	21365	*	*	*	44	265	20630	20636	27083	21907	11000
TOTALS	185	1838						576	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	35	+	$31229				+	102	+	$30614			
MBA--NON-TECH	7	49	$36356	34788	*	*	*	10	101	$36369	32852	*	*	*
MBA--TECH	+	4	+	40275				+	12	+	34367			
MS-BUSINESS	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				2	5	32644	34562	*	*	*
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	3	+	31467			
MANAGEMENT INFORMATION SY	+	1	+	27000				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	+	1	+	40300				+	2	+	41150			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	5	+	26392			
JOURNALISM	+	1	+	21500				+	1	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				3	9	22363	25857	*	*	*
ELEMENTARY EDUCATION	4	4	26450	26450	*	*	*	11	24	24019	24407	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	3	14000	21000	*	*	*
READING EDUCATION	+	+	+	+				1	1	32944	32944	*	*	*
SPECIAL EDUCATION	+	+	+	+				5	5	25958	25958	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	21000			
LETTERS	+	1	+	24000				+	3	+	20500			
VISUAL & PERFORMING ARTS	+	+	+	+				+	1	+	21325			
HUMANITIES - OTHER	+	1	+	35000				+	1	+	35000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	26573			
SOCIOLOGY	+	1	+	24000				+	1	+	24000			
SOCIAL SCIENCES - OTHER	+	4	+	36575				+	11	+	31826			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	34000				+	7	+	35017			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			

continued

WCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CHEMICAL	+	7	+	$39643				+	15	+	$39476			
CIVIL	+	17	+	34874				+	48	+	34894			
COMPUTER	+	1	+	39600				+	1	+	39600			
ELECTRICAL/ELECTRONIC	2	21	$32927	36222	*	*	*	7	54	$37765	37410	*	*	*
INDUSTRIAL	+	6	+	39175				1	13	31000	36492	*	*	*
MECHANICAL	1	27	33846	40246	*	*	*	3	56	32082	38121	*	*	*
METALLURGICAL	+	7	+	36767				+	16	+	38014			
MINING & MINERAL	+	4	+	36825				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	43375				+	16	+	44806			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	36000				+	2	+	28000			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	25098				+	4	+	25299			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				+	2	+	27000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	25	+	36340				1	49	34000	36074	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	41150				+	15	+	36507			
MATHEMATICS (INCL ACTUARI	+	3	+	29667				1	5	10000	26280	*	*	*
PHYSICS	+	1	+	22356				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	14	233						46	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	19	+	$40874				+	31	+	$36365			
MBA--TECH	+	1	+	25000				+	6	+	37667			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	18	+	38833				+	27	+	39307			
MBA--TECH	+	2	+	39850				+	2	+	39850			
OVER 4 YEARS														
MBA--NON-TECH	+	17	+	45747				+	45	+	42731			
MBA--TECH	+	1	+	33600				+	16	+	42894			
TOTALS	+	58						+	127					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	2	+	$50000				2	5	$62550	$54220	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	2	2	$29377	29377	*	*	*	4	4	35768	35768	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	28000				+	1	+	28000			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	52700				+	2	+	51350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	1	+	54080				+	3	+	46027			
CHEMICAL	+	2	+	48000				+	4	+	48865			
CIVIL	+	3	+	42667				+	3	+	42667			
COMPUTER	+	+	+	+				+	1	+	59500			
ELECTRICAL/ELECTRONIC	+	+	+	+				1	7	57000	58457	*	*	*
INDUSTRIAL ENGINEERING	+	1	+	54000				+	1	+	54000			
MECHANICAL	+	2	+	47202				+	2	+	47202			
METALLURGICAL	+	1	+	52440				+	5	+	45288			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	1	+	33550				+	1	+	33550			
CHEMISTRY	+	+	+	+				+	12	+	46047			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	51000				+	4	+	51325			
MATHEMATICS	+	+	+	+				+	5	+	35300			
PHYSICS	+	+	+	+				+	1	+	40000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	2	18						7	64					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25428 95 31200/22200			23533 3		32333 3	22833 3	30200 2	
BUSINESS ADMIN (INCL MGMT				21000 4			25000 1		
ECONOM & FINANCE (BANKING	21333 3			22822 5	26750 2		25000 1		
MARKETING/MARK MGMT (RESR		17000 1		25000 1			29000 1		
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2			20000 1		
JOURNALISM						15000 1			
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				10000 1	16800 1	10000 1			
AGRICULTURAL								32375 4	
CIVIL									34550 2
COMPUTER						38000 1			
ELECTRICAL/ELECTRONIC							26000 1		32000 1
INDUSTRIAL	30000 1								
AGRIBUSINESS				20000 1					
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE				28667 3			22887 8		
INFORMATION SCIENCES & SY							22000 1		
ARCHITECTURAL & ENVIRONME			23000 1						28000 1
MATHEMATICS				28000 1		35700 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER	PUBLISHING	
ACCOUNTING	25360	10			25500	2	23000	2			18000	1					
BUSINESS ADMIN (INCL MGMT	24000	2			17300	3	23960	5			20214	14					
ECONOM & FINANCE (BANKING	23310	10	28000	1			25359	3			23000	6					
HOTEL/RESTAURANT MGMT.											20600	1					
HUMAN RSRCS (incl LABOR R	30000	1					24000	1			21000	1					
MARKETING/MARK MGMT (RESR	20500	1			19000	1	33000	2			24650	14	22500	1		22000	1
REAL ESTATE	21250	2															
COMMUNICATIONS			12000	1			22000	1			22000	4					
JOURNALISM									21840	1							
TEXTILES & CLOTHING			19200	1							20933	3					
LETTERS (incl English, Li											22740	1					
HUMANITIES - OTHER							29510	1									
CRIMINAL JUSTICE											18000	1					
HISTORY											19333	3					
PSYCHOLOGY											26000	1					
INDUSTRIAL	28000	1															
OTHER AGRICULTURAL SCIENC					25000	1											
COMPUTER SCIENCE	31000	1					28333	3									
ARCHITECTURAL & ENVIRONME			25000	1													
MATHEMATICS	25000	1					31000	1									

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2		24000 1	22232 10	25774 17		23000 1
BUSINESS ADMIN (INCL MGMT			24667 3			24382 2			17000 1
ECONOM & FINANCE (BANKING	27500 2		32000 1	36000 1			26400 1		26500 2
HUMAN RSRCS (incl LABOR R			26200 1						
MANAGEMENT INFO SYSTEMS				30000 1					
MARKETING/MARK MGMT (RESR			17500 2						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			39666 1						
ELEMENTARY EDUCATION					19478 25 28236/11000				
PHYSICAL EDUCATION					17097 2				17000 1
SPECIAL EDUCATION					23916 5				
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li				32000 1	35643 1	20200 1			
VISUAL & PERFORMING ARTS					16456 3				
HUMANITIES - OTHER					21950 2				
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT					44400 1	15798 2	31500 2		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			19500 1				31200 1		
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							34032 1		
CIVIL				32000 1			34814 5		
COMPUTER						26252 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ELECTRICAL/ELECTRONIC		35300 1		37611 6		25771 5			
INDUSTRIAL				41000 1					
MECHANICAL		33000 1		50000 1		26252 4			
PLANT SCIENCES					38000 1				
NATURAL RESOURCES							24000 1		
COMPUTER SCIENCE				28800 1		22608 1	37000 2		
HEALTH SCIENCES					23088 1				16640 1
MATHEMATICS					22983 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26500 3			25000 1	
BUSINESS ADMIN (INCL MGMT					29400 2		29000 2		31200 2
ECONOM & FINANCE (BANKING					21600 1				29500 2
HUMAN RSRCS (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (RESR							21000 1		30250 4
COMMUNICATIONS	22000 1								27000 1
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li									18000 1
VISUAL & PERFORMING ARTS					23000 1				
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIAL SCIENCES-OTHER				45000 1					
AEROSPACE & AERONAUTICAL					30073 5				
CHEMICAL									32700 2
CIVIL								31000 1	
ELECTRICAL/ELECTRONIC					34250 2				
INDUSTRIAL					31200 1				
MECHANICAL					29370 5				
ENGINEERING TECHNOLOGY					24000 1				
AGRIBUSINESS						24033 3			24500 1
ANIMAL SCIENCES						30000 1			
OTHER AGRICULTURAL SCIENC						25000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE					33800 2				32000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30000	2	25625	4			27000	2									28071	7
BUSINESS ADMIN (INCL MGMT	30600	2	22000	1	29233	3											31236	4
DISTRIBUTION MANAGEMENT					26700	1												
ECONOM & FINANCE (BANKING	33000	2			26200	3											30750	4
HUMAN RSRCS (incl LABOR R	30000	1	26000	1	30000	1												
MARKETING/MARK MGMT (RESR	18000	1			26000	5	29200	1										
POLITICAL SCIENCE/GOVT					21600	1												
CHEMICAL															39000	1		
COMPUTER			29400	2														
ELECTRICAL/ELECTRONIC	36400	1	34260	5														
ENIVRONMENTAL ENGINEERING			26400	1														
INDUSTRIAL	30250	2																
MECHANICAL	36000	1							30000	1								
MINING (INCL GEOLOGICAL)											34000	1						
ENGINEERING TECHNOLOGY	32000	1	45600	1														
AGRIBUSINESS					26000	1												
OTHER AGRICULTURAL SCIENC					24000	1												
COMPUTER SCIENCE	31813	8	31000	1			32000	1										
MATHEMATICS			26000	1														

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			21600 1				23000 3
BUSINESS ADMIN (INCL MGMT							18500 2
ECONOM & FINANCE (BANKING			30000 1		14000 1		20633 3
MARKETING/MARK MGMT (RESR			22500 1		16350 2	23000 1	21867 3
COMMUNICATIONS						23000 1	
LETTERS (incl English, Li					21000 1		23300 1
VISUAL & PERFORMING ARTS							18000 1
HUMANITIES - OTHER					21000 1		22825 2
SOCIOLOGY						23000 1	
ENGINEERING TECHNOLOGY	26000 1						

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25303 98 31200/22200	20500 2		21751 17	23433 3	24400 5	23929 7	30200 2	
BACHELOR - TECHNICAL	30000 1		23000 1	27333 6		36850 2	23109 10	32375 4	32275 4

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24142 26 32000/20000	19733 3	20317 6	25559 15	21840 1	22025 50 45000/18000	22500 1		22000 1
BACHELOR - TECHNICAL	28000 3	25000 1	25000 1	29000 4					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25667 3		24988 11	32667 3	20745 43 44400/11000	21660 19	26608 21 39000/23000		22333 6
BACHELOR - TECHNICAL		34150 2		37747 10	28024 3	26010 13	34011 9		16640 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		10000 1	45000 1	26129 7		27750 4	24733 3	28855 11
BACHELOR - TECHNICAL					30532 16	25420 5		31000 1	30475 4

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	29400 8	25083 6	26757 14	27733 3					29630 15
BACHELOR - TECHNICAL	32262 13	32645 11	25000 2	32000 1	30000 1	34000 1		39000 1	

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			24700 3		17740 5	23000 3	
BACHELOR - TECHNICAL	26000 1						

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25330 88 31200/22200	25782 63 50000/22000		25000 1	32000 1				26920 3
BUSINESS ADMIN (INCL MGMT			19900 2						27000 1
ECONOM & FINANCE (BANKING	19500 2	26367 6	21750 2		26500 1			27000 1	26239 15
MARKETING/MARK MGMT (RESR									20500 1
REAL ESTATE									18500 1
ADVERTISING		23780 2							
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT								16800 1	
ANIMAL SCIENCES				30000 1					
HEALTH SCIENCES		16640 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	29800 2	22000 1				30000 1	17300 3	
ECONOM & FINANCE (BANKING	25000 2	24000 1							
HUMAN RSRCS (incl LABOR R			24000 1						
MARKETING/MARK MGMT (RESR			36000 1		29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			22000 1					12000 1	
JOURNALISM						15000 1		21840 1	
POLITICAL SCIENCE/GOVT			11400 1						
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23383 15
BUSINESS ADMIN (INCL MGMT		25653 5	29587 9			26900 2	11000 2		
DISTRIBUTION MANAGEMENT				26700 1					
ECONOM & FINANCE (BANKING		20000 1			28000 2	19500 1	22567 6		26400 1
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	19000 1	21800 5	24500 2	25000 1		26017 18		
COMMUNICATIONS		31333 2					28500 2		
LETTERS (incl English, Li	32000 1	23300 1							
VISUAL & PERFORMING ARTS							18000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							15800 2		
PSYCHOLOGY			26000 1				25200 1		
SOCIOLOGY								31200 1	
ELECTRICAL/ELECTRONIC		34700 1							
MECHANICAL							30000 1		
AGRIBUSINESS			24500 1				28000 2		
ANIMAL SCIENCES							30000 1		
COMPUTER SCIENCE							15996 2		

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						22000 1
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
POLITICAL SCIENCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							34032 1		
CHEMICAL							27000 1		
CIVIL							35017 2	34189 6	
COMPUTER							38000 1		
ELECTRICAL/ELECTRONIC								36000 1	26000 1
INDUSTRIAL									29850 2
MECHANICAL							28500 1		32250 2
ENGINEERING TECHNOLOGY									32000 1
ARCHITECTURAL & ENVIRONME							28000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									31000 1
ECONOM & FINANCE (BANKING								40000 1	
AEROSPACE & AERONAUTICAL	32240 1				25000 1	29591 4			
AGRICULTURAL									36000 1
CHEMICAL							38700 2		
CIVIL									31000 1
COMPUTER	28351 3								
ELECTRICAL/ELECTRONIC		36078 3		31000 1		33650 2			32368 13
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL						32000 1			
MECHANICAL		38126 2			32000 2				27521 5
MINING (INCL GEOLOGICAL)								34000 1	
ENGINEERING TECHNOLOGY									34800 2
COMPUTER SCIENCE	30000 2		33026 4						

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
NATURAL RESOURCES		24000 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING				-		26000 1			
BUSINESS ADMIN (INCL MGMT					25200 1				
ECONOM & FINANCE (BANKING								32000 1	
MANAGEMENT INFO SYSTEMS						27000 2			
COMMUNICATIONS					20000 1				
PSYCHOLOGY		10000 2							
INDUSTRIAL							41000 1		
OTHER AGRICULTURAL SCIENC				-					24500 2
COMPUTER SCIENCE					27691 11	30000 1	30191 10		
INFORMATION SCIENCES & SY						22000 1			
MATHEMATICS							28000 1	31000 1	

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		34000 1		18000 1					
BUSINESS ADMIN (INCL MGMT				21982 17			30000 1		
ECONOM & FINANCE (BANKING		22667 3		23033 6				33000 2	
HOTEL/RESTAURANT MGMT.				20600 1					
HUMAN RSRCS (incl LABOR R			28067 3	27000 3					
MARKETING/MARK MGMT (RESR			19000 1	22692 12					
COMMUNICATIONS		22000 1		20612 5					
ELEMENTARY EDUCATION									19114 26 28236/10975
PHYSICAL EDUCATION		17000 1							17097 2
SPECIAL EDUCATION									23916 5
TEXTILES & CLOTHING				20500 4					
FOREIGN LANGUAGES									21000 1
LETTERS (incl English, Li				20580 3					35643 1
VISUAL & PERFORMING ARTS									16456 3
HUMANITIES - OTHER				22217 3					21950 2
CRIMINAL JUSTICE				18000 1					
HISTORY				24000 2					
POLITICAL SCIENCE/GOVT		44400 1	29598 2	10000 1					
PSYCHOLOGY									22983 1
SOCIOLOGY				21250 2					
SOCIAL SCIENCES-OTHER				45000 1					
AGRICULTURAL		28000 1							
INDUSTRIAL		29000 2							

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ENGINEERING TECHNOLOGY				26000 1					
AGRIBUSINESS		27600 1		17250 2					
PLANT SCIENCES									38000 1
OTHER AGRICULTURAL SCIENC				25000 1					
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	24000 2								
MATHEMATICS					35700 1				22983 1

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25201 90 31200/21737	25737 72 50000/22000	20825 4	23000 2	29250 2			21900 2	25903 22 37000/20500
BACHELOR - TECHNICAL		16640 1		30000 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22440 5	25900 4	23080 5		29000 1	15000 1	28500 2	17148 5	
BACHELOR - TECHNICAL	25000 1					26000 1			

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24500 2	25323 10	26752 15	25233 3	27000 3	24433 3	23643 35 45000/14000	31200 1	23572 16
BACHELOR - TECHNICAL		34700 1	24500 1				24665 6		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 1	20200 1	24432 2	21000 2					22000 1
BACHELOR - TECHNICAL							32224 7	34070 9	30337 7

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								40000 1	
BACHELOR - TECHNICAL	29549 6	36897 5	33026 4	31000 1	28850 4	31095 7	38700 2	34000 1	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21000 2								
BACHELOR - TECHNICAL		24000 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 [illegible] # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		10000 2			22600 2	26667 3		32000 1	
BACHELOR - TECHNICAL					27691 11	26000 2	30909 12	31000 1	24500 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26486 7	27066 6	22270 62 45000/18000			30000 1	33000 2	20089 41 35643/11000
BACHELOR - TECHNICAL	24000 2	30100 6		21375 4	35700 1				28024 3

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	31233 3			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38500 2								
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							